

**Council on Postsecondary Education  
Committee on Equal Opportunities  
June 18, 2007**

**Institutional Campus Environment Team Report**

The Campus Environment Teams (CET) are a component of the Partnership Agreement and *The Kentucky Plan for Equal Opportunities in Postsecondary Education*. In accordance with Commitment A.3.h of the Partnership, each university pledged to establish a CET responsible for addressing campus and community issues with the goal of improving the campus climate for minority students. The teams are supporting student organizations that enhance the co-curricular experiences of African American students, faculty, professional staff, and administrators.

The CET's accomplish their work by identifying concerns, developing programs or strategies to address them, and offering recommendations for improvement to the presidents. The CEO recognizes institutions that are successful in creating positive, nurturing environments for African American students, staff, faculty, and administrators, and encourages the remaining institutions to replicate the atmosphere through resource and information sharing.

The CEO requests each university to provide an annual report of CET activities from the previous year. A reporting format, identifying the report components, was developed and issued to institutions in 2004; additionally, the May 1, 2007, information request provided a detailed outline that highlighted specific information to be included in the CET reports to ensure that data collection and reporting was consistent from institution to institution (see Attachment I).

While the Kentucky Community and Technical College System does not have a CET, system office administrators furnished data to support the system's strategic planning process that addresses long-range goals, objectives, and performance measures.

The KCTCS broad-based inclusive planning process promotes participation from all levels throughout the organization, as highlighted in the three paradigms presented in the report; the major focus is the KCTCS strategic planning process. A key component of the strategic planning process is the RSVP Implementation Model (*Responsive Solutions through Vigorous Planning*). The model serves to implement the strategic plan, as well as provide a mechanism for employee involvement in addressing operational issues.

KCTCS's cultural diversity directors serve as members of the Cultural Diversity Peer Team. The Cultural Diversity Peer Team's charge is to ensure that KCTCS is a culturally competent organization. Team members identify system wide diversity-related issues and provide advice, counsel, and feedback, as well as communicate actions, strategies, and best practices. In addition to meeting quarterly, the Cultural Diversity Peer Team may also serve on other teams within the R.S.V.P. Model, such as the ad hoc team, the strategic planning team, or a work group.

At the college level, each cultural diversity director serves on its respective college leadership team, with the exception of the Madisonville CTC Director and the Owensboro CTC director. Both directors have access to their president by reporting to a member of the college leadership team. A CD was

forwarded to the Council office containing crisis management plans for each of the 16 KCTCS institutions and the system office. Additionally, the plans were submitted to Governor Ernie Fletcher's office following the Virginia Tech incident.

While each university submitted a 2006 CET report, information was omitted in several reports. One report failed to provide the requested information (in 4 – 10) in the outline. The majority of the reports highlighted information on CET initiatives and strategies from January 1, 2006, through December 31, 2006. At least two reports highlighted information in the current calendar year (2007) because the CET was defunct or failed to meet on a regular basis in 2006. Each report identified a charge or mission, listed goals and objectives, and highlighted actions and activities performed by the teams to promote and support diversity and equity initiatives at the campus and/or community level. Additionally, each identified the membership of the CET. Many of the CET's included faculty, staff, and administrators; three universities failed to identify student members. Three reports highlighted modifications in the CET and identified progressive initiatives and strategies as a result of either a change in administration or a change in the CET. One institution acknowledged that two committees would be combined to represent a newly functioning Diversity Enhancement Committee (DEC); furthermore, President Gary Ransdell announced the appointment of Dr. Richard C. Miller, associate vice president for academic affairs, as the chief diversity officer, as well as chair of the Diversity Enhancement Committee (see June 4, 2007 attached announcement). The majority of the CET memberships consist of one-year appointments, and many displayed diverse representation, including faculty, staff, administrators, students, and community leaders. The committees consist of as few as eight members, and as many as 31 (one university currently has five members with five open seats).

Two institutions failed to identify measures used by the CET to determine the success of the team; similarly, two institutions did not describe the process for the CET establishing their evaluation plans.

Each report identified strategies implemented to improve the environment for African American students, faculty, and staff; an example for each institution has been highlighted below:

- Secured funds to implement diversity into the educational curriculum (EKU).
- Instructed members of the president's cabinet and senior level members to teach UNIV 101 to incoming freshmen (KSU).
- Established collaborations between the college of education and KCTCS to recruit more minority students (MoSU).
- Established a Minority Graduate Fellowship Program (MuSU).
- Developed an African American Male Mentoring Program (NKU).
- Provided support for creating a vice president for institutional diversity Position (UK).
- Supported significant diversity hires in senior level administrative positions (UofL).
- Announced a chief diversity officer and chair of the new Diversity Enhancement Committee (WKU).

In addition to the requested information presented, each report provided information that demonstrated the universities' commitment to enhance diversity, for example, CET retreats, diversity conferences and workshops, diversity award banquets and programs, and special funding initiatives developed for the exclusive purpose of recruiting, retaining, and supporting African American students, faculty, staff, and administrators.

Kentucky State University, Murray State University, Northern Kentucky University, and Western Kentucky University administered diversity and campus climate surveys to gather information about the perceptions and experiences of students, faculty, staff, and/or administrators. Several CET reports presented institutional responses and strategies that had been implemented based upon the recommendations made by the CEO following campus visits.

While each report indicated that the CET offers recommendations to the president, three reports highlighted a CET meeting between the president and the entire CET body to discuss the mission or charge of the university, or to discuss recommendations made by the CET. The remaining reports acknowledged that meetings were convened between the president, cabinet members, or leadership team in reference to recommendations made by the CET.

The full CET reports are available for review at the Council office. University representatives will also be available at the June 18 meeting to respond to questions.

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